
Virginia's Registered Nurse Workforce: 2015

Healthcare Workforce Data Center

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More than 35,000 Registered Nurses voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Registered Nurse Workforce: At a Glance:

The Workforce

Licensees:	92,381
Virginia's Workforce:	76,093
FTEs:	67,045

Background

Rural Childhood:	37%
HS Degree in VA:	55%
Prof. Degree in VA:	65%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-time Job:	67%
Satisfied?:	93%

Survey Response Rate

All Licensees:	39%
Renewing Practitioners:	80%

Education

Baccalaureate:	41%
Associate:	33%

Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	65%

Demographics

Female:	94%
Diversity Index:	35%
Median Age:	49

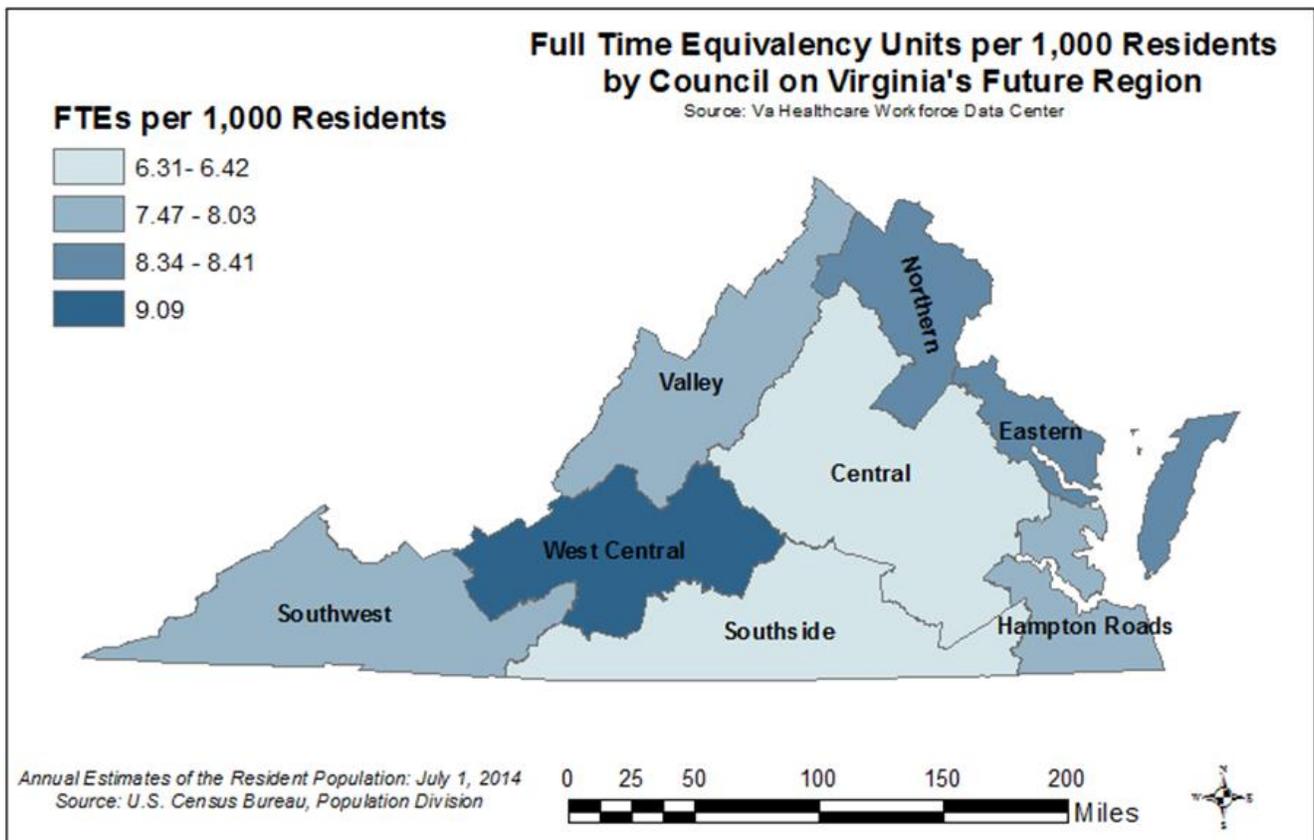
Finances

Median Income:	\$60k-\$70k
Health Benefits:	64%
Under 40 w/ Ed debt:	60%

Time Allocation

Patient Care:	80%-89%
Patient Care Role:	65%
Admin. Role:	8%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

35,861 Registered Nurses (RNs) voluntarily took part in the 2015 Registered Nurse Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, only approximately half of all RNs have access to the survey in any given year. Thus, these survey respondents represent only 39% of the 92,381 RNs who are licensed in the state but 80% of renewing practitioners.

The HWDC estimates that 76,093 RNs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an RN at some point in the future. Between October 2014 and September 2015, Virginia's RN workforce provided 67,045 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

94% of all RNs are female, while the median age of all RNs is 49. In a random encounter between two RNs, there is a 35% chance that they would be of different races or ethnicities, a measure known as the diversity index. The diversity index for RNs who are under the age of 40 is higher at 39%, but even this group of RNs is still less diverse than Virginia's population as a whole, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities.

37% of all RNs grew up in a rural area, but only 19% of these professionals currently work in non-Metro areas of the state. Meanwhile, 55% of Virginia's RNs graduated from high school in Virginia, while nearly two-thirds earned their initial professional degree in the state. In total, 68% of Virginia's RN workforce has some educational background in the state.

41% of RNs hold a baccalaureate degree as their highest professional degree, while 33% earned an associate degree. More than one-third of RNs currently carry education debt, including 60% of those under the age of 40. The median debt burden for those RNs with educational debt is between \$20,000 and \$30,000.

88% of RNs are currently employed in the profession. Two-thirds of all RNs hold one full-time position, while 10% hold two or more positions simultaneously. 39% of RNs work between 40 and 49 hours per week, while just 4% work at least 60 hours per week. Meanwhile, nearly two-thirds of RNs have been at their primary work location for more than two years, although 1% of RNs have experienced involuntary unemployment at some point in the past year.

The median annual income for RNs is between \$60,000 and \$70,000. In addition, 84% of wage or salaried RNs also receive at least one employer-sponsored benefit, including 64% who receive health insurance. 93% of RNs are satisfied with their current employment situation, including 58% who indicate they are "very satisfied".

71% of all RNs work in the regions of Central Virginia, Northern Virginia, and Hampton Roads. 21% of RNs worked at two or more locations in the past year. More than 80% of RNs work in the private sector, including 42% who work at a for-profit company. Nearly 40% of RNs work in the inpatient department of a hospital as their primary work location, the most of any primary establishment type.

A typical RN spends nearly all of her time treating patients. Nearly two-thirds of RNs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Approximately 55% of patients seen by the typical RN are adults, and 37% of RNs serve an adult patient care role, meaning that at least 60% of their patients were adults.

40% of RNs expect to retire by the age of 65. 9% of the current workforce expects to retire in the next two years, while half the current workforce expects to retire by 2035. Over the next two years, only 5% of RNs plan on leaving either the state or the profession. Meanwhile, 8% of RNs plan on increasing patient care activities over the next two years, and 33% expect to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	46,777	51%
New Licensees	4,945	5%
Non-Renewals	6,628	7%
Renewal date not in survey period	34,031	37%
All Licensees	92,381	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 80% of renewing RNs submitted a survey. These represent 39% of RNs who held a license at some point during the licensing period.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	6,030	2,791	32%
30 to 34	6,850	3,268	32%
35 to 39	4,809	4,213	47%
40 to 44	6,002	3,405	36%
45 to 49	4,886	4,675	49%
50 to 54	6,508	3,879	37%
55 to 59	5,625	5,427	49%
60 and Over	15,810	8,203	34%
Total	56,520	35,861	39%
New Licenses			
Issued After Sept. 2014	4,944	1	0%
Metro Status			
Non-Metro	6,229	4,395	41%
Metro	41,521	28,812	41%
Not in Virginia	8,768	2,653	23%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RNs

Number:	92,381
New:	5%
Not Renewed:	7%

Response Rates

All Licensees:	39%
Renewing Practitioners:	80%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	35,861
Response Rate, all licensees	39%
Response Rate, Renewals	80%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2014 and September 2015 on the birth month of each renewing practitioner.
- 2. Target Population:** All RNs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to RNs who renewed their licenses online. It was not available to those who did not renew, including RNs newly licensed during the survey time frame.

At a Glance:

Workforce

Virginia's RN Workforce: 76,093
 FTEs: 67,045

Utilization Ratios

Licensees in VA Workforce: 82%
 Licensees per FTE: 1.38
 Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data Center

Virginia's RN Workforce		
Status	#	%
Worked in Virginia in Past Year	72,198	95%
Looking for Work in Virginia	3,895	5%
Virginia's Workforce	76,093	100%
Total FTEs	67,045	
Licensees	92,381	

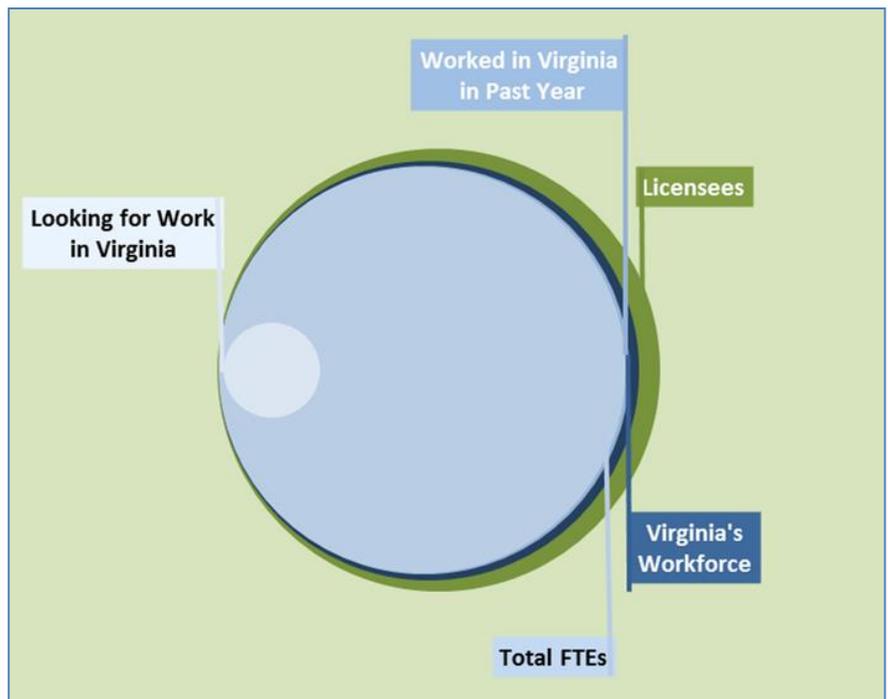
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	375	5%	7,103	95%	7,478	10%
30 to 34	568	7%	8,052	93%	8,620	12%
35 to 39	529	7%	7,124	93%	7,652	10%
40 to 44	568	7%	7,351	93%	7,919	11%
45 to 49	605	8%	7,273	92%	7,878	11%
50 to 54	590	7%	8,074	93%	8,664	12%
55 to 59	545	6%	8,397	94%	8,942	12%
60 +	907	5%	16,375	95%	17,282	23%
Total	4,686	6%	69,749	94%	74,435	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RNs		RNs under 40	
	%	#	%	#	%
White	63%	59,860	80%	18,308	77%
Black	19%	7,825	10%	2,537	11%
Asian	6%	3,608	5%	1,291	5%
Other Race	0%	750	1%	295	1%
Two or more races	2%	1,319	2%	610	3%
Hispanic	9%	1,683	2%	803	3%
Total	100%	75,044	100%	23,844	100%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

About one-third of RNs are under the age of 40. 94% of these professionals are female. In addition, the diversity index among RNs under the age of 40 is 39%, which is higher than the diversity index among all RNs.

At a Glance:

Gender

% Female: 94%
% Under 40 Female: 94%

Age

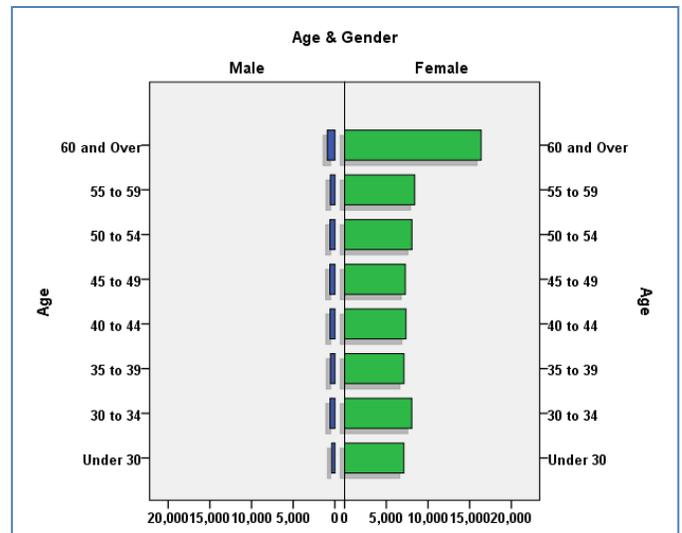
Median Age: 49
% Under 40: 32%
% 55+: 35%

Diversity

Diversity Index: 35%
Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 35% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
Rural Childhood: 37%

Virginia Background

HS in Virginia: 55%
Prof. Ed. in VA: 65%
HS or Prof. Ed. in VA: 68%

Location Choice

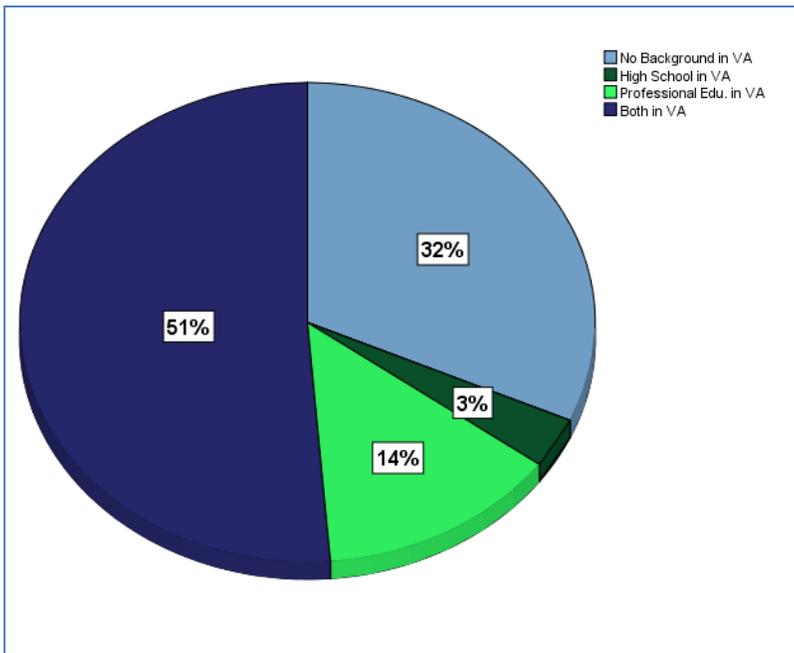
% Rural to Non-Metro: 19%
% Urban/Suburban to Non-Metro: 4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	26%	57%	17%
2	Metro, 250,000 to 1 million	53%	37%	10%
3	Metro, 250,000 or less	53%	37%	10%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	64%	23%	13%
6	Urban pop, 2,500-19,999, Metro adj	73%	19%	8%
7	Urban pop, 2,500-19,999, nonadj	87%	8%	5%
8	Rural, Metro adj	72%	21%	6%
9	Rural, nonadj	66%	26%	9%
Overall		37%	48%	15%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

37% of RNs grew up in self-described rural areas, but only 19% of these professionals currently work in non-Metro counties. Overall, 10% of all RNs currently work in non-Metro counties.

Top Ten States for Registered Nurse Recruitment

Rank	All RNs			
	High School	#	Init. Prof Degree	#
1	Virginia	40,912	Virginia	48,352
2	Outside of U.S.	4,507	New York	2,962
3	New York	3,846	Pennsylvania	2,738
4	Pennsylvania	3,545	Outside of U.S.	2,147
5	Maryland	1,934	North Carolina	1,578
6	New Jersey	1,895	West Virginia	1,547
7	West Virginia	1,872	Maryland	1,446
8	North Carolina	1,553	Ohio	1,142
9	Ohio	1,521	Florida	1,060
10	Florida	1,283	New Jersey	883

55% of licensed RNs received their high school degree in Virginia, and 65% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	8,323	Virginia	10,389
2	Outside of U.S.	961	Pennsylvania	435
3	New York	591	West Virginia	362
4	Pennsylvania	566	North Carolina	345
5	New Jersey	375	New York	335
6	West Virginia	373	Outside of U.S.	288
7	North Carolina	372	Florida	276
8	Florida	350	Ohio	273
9	Maryland	329	Maryland	268
10	California	324	New Jersey	160

Among RNs who received their license in the past five years, 53% received their high school degree in Virginia, while 67% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees did not participate in Virginia's RN workforce during the past year. 70% of these licensees worked at some point in the past year, including 64% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	16,262
% of Licensees:	18%
Federal/Military:	11%
Va. Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
LPN Diploma or Cert.	180	0%
Hospital RN Diploma	8,947	12%
Associate Degree	24,345	33%
Baccalaureate Degree	30,585	41%
Masters Degree	9,391	13%
Doctorate Degree	844	1%
Total	74,292	100%

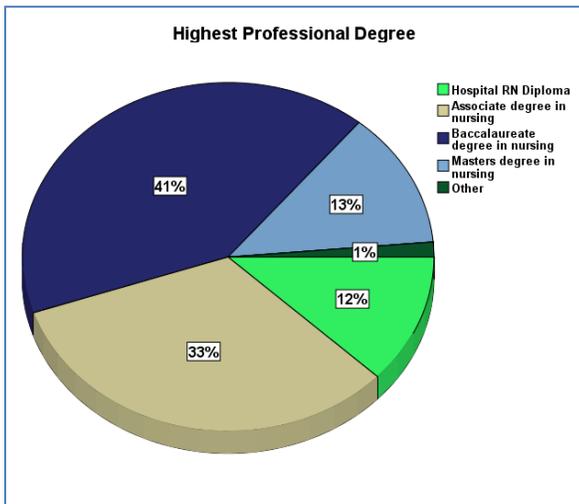
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Baccalaureate: 41%
 Associate: 33%

Educational Debt
 Carry debt: 36%
 Under age 40 w/ debt: 60%
 Median debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

41% of RNs earned a baccalaureate degree as their highest professional degree, while another 33% earned an associate degree. 36% of RNs carry educational debt, including 60% of those under the age of 40. The median debt burden among RNs with educational debt is between \$20,000 and \$30,000.

Amount Carried	All RNs		RNs under 40	
	#	%	#	%
None	41,710	64%	8,508	40%
\$10,000 or less	5,215	8%	2,492	12%
\$10,000-\$19,999	4,216	6%	2,481	12%
\$20,000-\$29,999	3,843	6%	2,163	10%
\$30,000-\$39,999	2,649	4%	1,536	7%
\$40,000-\$49,999	1,897	3%	1,108	5%
\$50,000-\$59,999	1,553	2%	888	4%
\$60,000-\$69,999	1,035	2%	605	3%
\$70,000-\$79,999	684	1%	385	2%
\$80,000-\$89,999	647	1%	382	2%
\$90,000-\$99,999	383	1%	213	1%
\$100,000-\$109,999	447	1%	208	1%
\$110,000-\$119,999	142	0%	68	0%
\$120,000 or more	516	1%	240	1%
Total	64,937	100%	21,276	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Acute/Emergency:	19%
Surgery/OR:	8%
Cardiology:	5%

Secondary Specialty

Acute/Emergency:	15%
Cardiology:	5%
Admin./Management:	5%

Licenses

Registered Nurse:	96%
Licensed Nurse Practitioner:	6%

Source: Va. Healthcare Workforce Data Center

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Acute/Emergency/Trauma	14,089	19%	8,457	15%
Surgery/OR	5,547	8%	2,509	5%
Cardiology	3,345	5%	2,599	5%
Pediatrics	3,243	4%	1,935	3%
Obstetrics/Nurse Midwifery	3,195	4%	1,425	3%
Psychiatric/Mental Health	2,950	4%	1,384	2%
Administration/Management	2,329	3%	2,543	5%
Neonatal Care	2,303	3%	1,406	3%
Oncology	2,144	3%	1,286	2%
Case Management	2,083	3%	1,683	3%
Community or Public Health	1,980	3%	1,514	3%
Family Health	1,758	2%	932	2%
Geriatrics/Gerontology	1,731	2%	1,735	3%
Hospital/Float	1,234	2%	1,259	2%
Long-Term Care Facilities	1,189	2%	1,378	2%
Anesthesia	1,063	1%	521	1%
Women's Health/Gynecology	1,041	1%	1,091	2%
Orthopedics	1,025	1%	930	2%
Palliative/Hospice Care	988	1%	883	2%
Adult Health	966	1%	1,055	2%
Student Health	831	1%	621	1%
Rehabilitation	824	1%	745	1%
Endoscopy	759	1%	562	1%
Renal Health/Dialysis	731	1%	452	1%
Occupational Health	561	1%	356	1%
Other Specialty Area	8,366	11%	7,236	13%
General Nursing/No Specialty	7,307	10%	9,018	16%
Total	73,583	100%	55,515	100%

Source: Va. Healthcare Workforce Data Center

Acute, Critical Care, Emergency, and Trauma is the most common primary specialty for RNs. Surgery/OR, Cardiology, and Pediatrics were also among the leading specialties for Virginia's RNs.

Certifications

Certification	#	%
Licensed Nurse Practitioner	4,369	6%
Clinical Nurse Specialist	520	1%
All Other Licenses	1,065	1%

Source: Va. Healthcare Workforce Data Center

6% of Virginia's RN workforce reported holding a Nurse Practitioner's license and 1% reported holding a Clinical Nurse Specialist License.

At a Glance:

Employment

Employed in Profession: 88%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 67%
2 or More Positions: 10%

Weekly Hours:

40 to 49: 39%
60 or more: 4%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	71	0%
Employed in a nursing- related capacity	65,683	88%
Employed, NOT in a nursing-related capacity	2,470	3%
Not working, reason unknown	10	0%
Involuntarily unemployed	405	1%
Voluntarily unemployed	3,713	5%
Retired	2,118	3%
Total	74,470	100%

Source: Va. Healthcare Workforce Data Center

88% of RNs are currently employed in their profession. 67% of RNs hold one full-time job, while just 10% currently have multiple jobs. 39% of RNs work between 40 and 49 hours per week, while just 4% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	4,129	6%
1 to 9 hours	1,401	2%
10 to 19 hours	2,647	4%
20 to 29 hours	6,119	9%
30 to 39 hours	21,030	30%
40 to 49 hours	27,954	39%
50 to 59 hours	4,842	7%
60 to 69 hours	1,705	2%
70 to 79 hours	593	1%
80 or more hours	454	1%
Total	70,873	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	4,129	6%
One Part-Time Position	12,116	17%
Two Part-Time Positions	1,784	2%
One Full-Time Position	47,791	67%
One Full-Time Position & One Part-Time Position	5,028	7%
Two Full-Time Positions	124	0%
More than Two Positions	524	1%
Total	71,496	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	1,112	2%
Less than \$20,000	2,719	5%
\$20,000-\$29,999	2,019	3%
\$30,000-\$39,999	4,261	7%
\$40,000-\$49,999	8,164	14%
\$50,000-\$59,999	10,138	18%
\$60,000-\$69,999	9,745	17%
\$70,000-\$79,999	7,154	12%
\$80,000-\$89,999	4,956	9%
\$90,000-\$99,999	2,806	5%
\$100,000 or more	4,607	8%
Total	57,681	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$60k-\$70k

Benefits
Health Insurance: 64%
Retirement: 67%

Satisfaction
Satisfied: 93%
Very Satisfied: 58%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	41,558	58%
Somewhat Satisfied	24,892	35%
Somewhat Dissatisfied	3,959	6%
Very Dissatisfied	1,236	2%
Total	71,646	100%

Source: Va. Healthcare Workforce Data Center

The typical RN earned between \$60,000 and \$70,000 in the past year. Among RNs who received either a wage or salary as compensation at their primary work location, 64% received health insurance and 67% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	3,869	6%	6%
Dental Insurance	41,533	63%	63%
Health Insurance	42,411	65%	64%
Paid Leave	46,190	70%	71%
Group Life Insurance	32,817	50%	50%
Retirement	44,312	67%	67%
Receive at least one benefit	55,367	84%	84%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	1,131	1%
Experience Voluntary Unemployment?	5,494	7%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1,993	3%
Work two or more positions at the same time?	10,169	13%
Switch employers or practices?	5,664	7%
Experienced at least 1	20,794	27%

Source: Va. Healthcare Workforce Data Center

1% of Virginia's RNs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 4.7% in 2015.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	2,555	4%	1,318	9%
Less than 6 Months	3,885	6%	1,749	12%
6 Months to 1 Year	5,121	7%	1,602	11%
1 to 2 Years	12,616	18%	2,655	18%
3 to 5 Years	13,975	20%	2,898	20%
6 to 10 Years	12,087	18%	2,012	14%
More than 10 Years	18,557	27%	2,300	16%
Subtotal	68,795	100%	14,534	100%
Did not have location	4,555		60,584	
Item Missing	2,743		974	
Total	76,093		76,093	

Source: Va. Healthcare Workforce Data Center

66% of RNs receive an hourly wage at their primary work location, while 30% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 7%
New Location: 18%
Over 2 years: 65%
Over 2 yrs, 2nd location: 50%

Employment Type

Hourly Wage: 66%
Salary: 30%

Source: Va. Healthcare Workforce Data Center

65% of RNs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	15,889	30%
Hourly Wage	35,532	66%
By Contract	1,723	3%
Business/ Practice Income	0	0%
Unpaid	609	1%
Subtotal	53,753	100%
Did not have location	4,555	
Item Missing	17,277	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.7% in October 2014 to 4.1% in September 2015, the period of the survey.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	71%
Lowest Region:	1%

Locations

2 or more	
(Past Year):	21%
2 or more (Now*):	18%

Source: Va. Healthcare Workforce Data Center

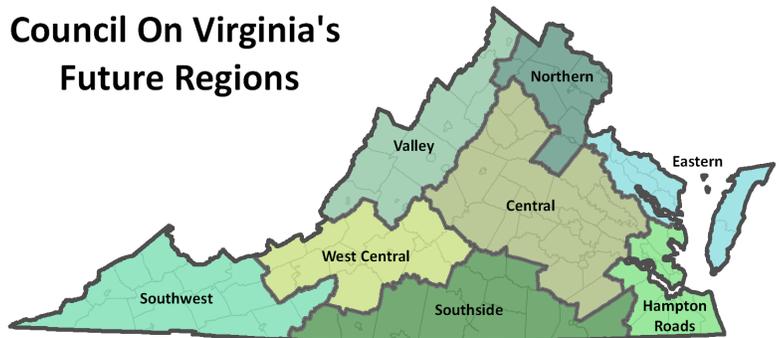
27% of RNs work in Central Virginia, the most of any region in the state. Meanwhile, only 1% of RNs work in Eastern Virginia, the fewest of any region in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	18,086	27%	3,370	23%
Eastern	969	1%	244	2%
Hampton Roads	14,672	22%	3,140	21%
Northern	15,769	23%	3,326	22%
Southside	2,256	3%	580	4%
Southwest	2,859	4%	675	5%
Valley	4,714	7%	809	5%
West Central	8,151	12%	1,724	12%
Virginia Border State/DC	273	0%	331	2%
Other US State	391	1%	666	4%
Outside of the US	18	0%	55	0%
Total	68,158	100%	14,920	100%
Item Missing	3,380		589	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Nearly three-quarters of all RNs had just one work location during the past year, while 21% of RNs had multiple primary work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	3,887	5%	6,025	8%
1	53,189	73%	53,087	73%
2	9,618	13%	8,729	12%
3	4,675	6%	3,946	5%
4	381	1%	213	0%
5	177	0%	128	0%
6 or More	551	1%	352	0%
Total	72,479	100%	72,479	100%

*At the time of survey completion (Oct. 2014-Sept. 2015, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	27,597	42%	7,038	51%
Non-Profit	27,483	42%	4,715	34%
State/Local Government	7,207	11%	1,463	11%
Veterans Administration	1,424	2%	178	1%
U.S. Military	1,408	2%	263	2%
Other Federal Government	572	1%	127	1%
Total	65,691	100%	13,785	100%
Did not have location	4,555		60,584	
Item Missing	5,848		1,723	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit: 42%

Federal: 5%

Top Establishments

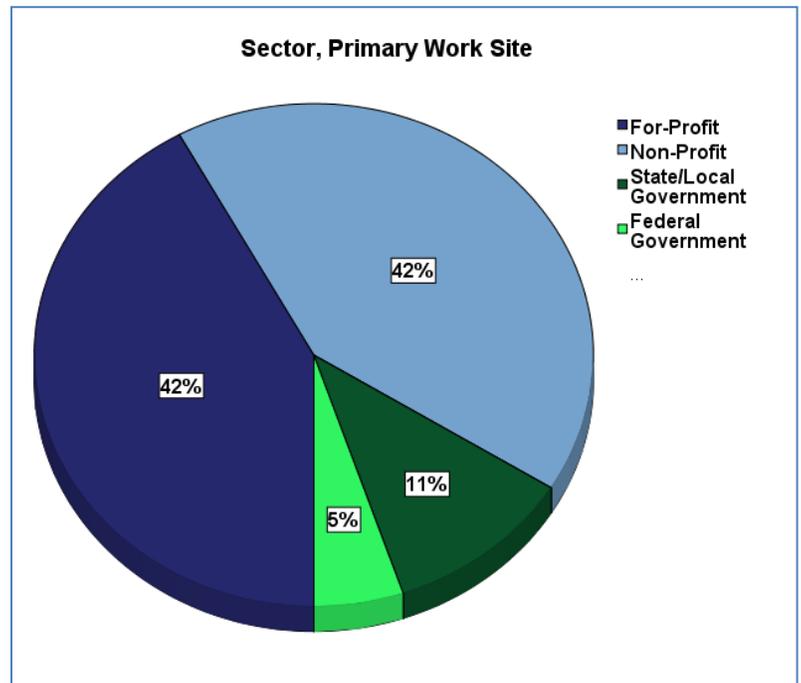
Hospital, Inpatient: 39%

Hospital, Emergency: 7%

Academic Institution: 6%

Source: Va. Healthcare Workforce Data Center

More than 80% of all RNs work in the private sector, including 42% in for-profit establishments. Meanwhile, 11% of RNs work for state or local governments, and 5% work for the federal government.



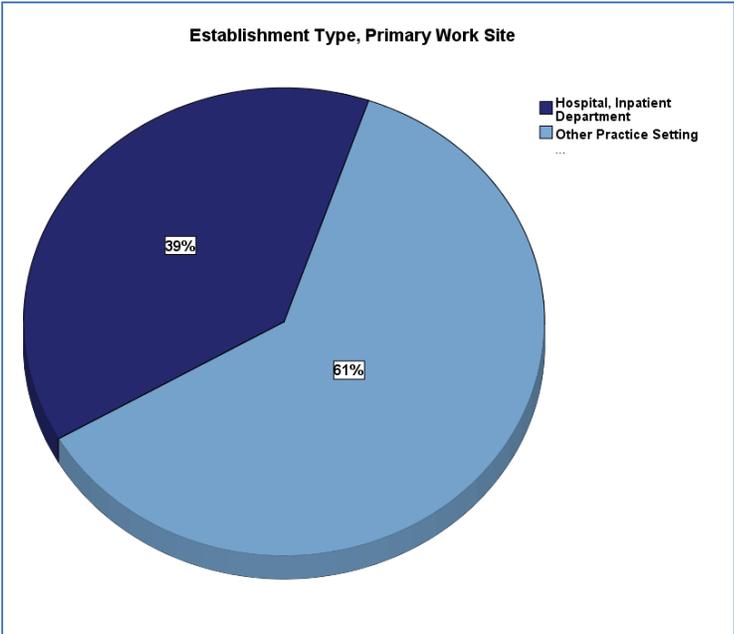
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient	24,515	39%	3,970	30%
Hospital, Emergency	4,301	7%	868	7%
Academic Institution (Teaching or Research)	3,718	6%	879	7%
Hospital, Outpatient	3,669	6%	491	4%
Home Health Care	2,844	4%	1,092	8%
Physician Office	2,498	4%	458	3%
Long Term Care Facility, Nursing Home	2,443	4%	833	6%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	2,354	4%	593	4%
Ambulatory/Outpatient Surgical Unit	2,197	3%	441	3%
School (Providing Care to Students)	1,881	3%	387	3%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	1,467	2%	334	3%
Insurance Company, Health Plan	1,412	2%	218	2%
Hospice	962	2%	265	2%
Other Practice Setting	9,252	15%	2,510	19%
Total	63,512	100%	13,339	100%
Did Not Have a Location	4,555		60,584	

Nearly 40% of all RNs work at the inpatient departments of hospitals, while another 13% work at either the hospitals' emergency department or academic institutions. Outpatient departments of hospitals, home health care, and physicians' offices are also significant employers of Virginia's RN workforce.

Source: Va. Healthcare Workforce Data Center

Among those RNs who also have a secondary work location, 44% work at the inpatient or emergency departments of hospitals and academic institutions.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

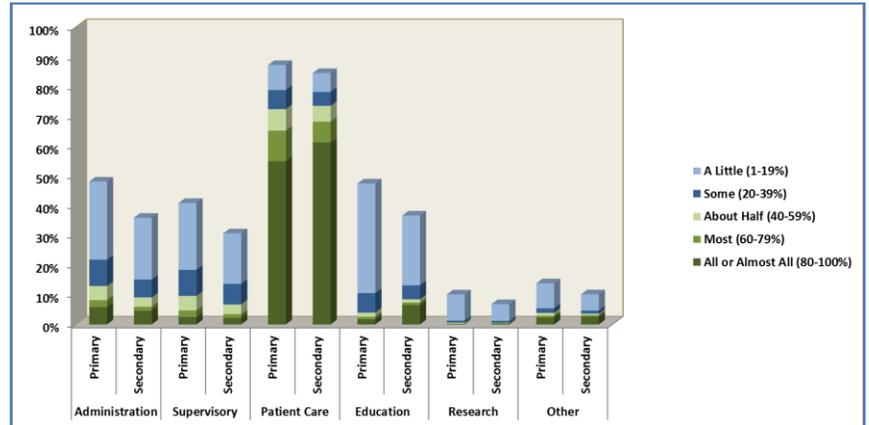
Patient Care: 65%
 Administrative: 8%
 Supervisory: 5%
 Education: 3%

Patient Care RNs

Median Admin Time: 0%
 Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

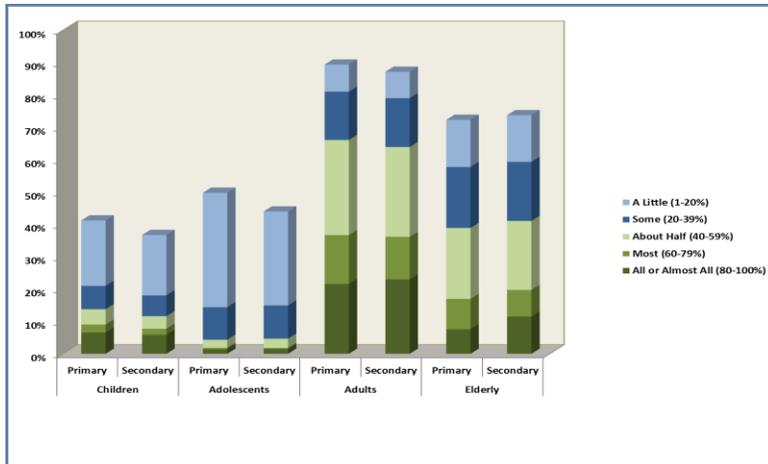


Source: Va. Healthcare Workforce Data Center

A typical RN spends nearly all of her time on patient care activities. Nearly two-thirds of RNs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation												
Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	6%	5%	3%	2%	55%	61%	2%	7%	0%	0%	2%	3%
Most (60-79%)	2%	1%	2%	1%	10%	7%	1%	1%	0%	0%	1%	0%
About Half (40-59%)	5%	3%	5%	3%	7%	5%	1%	1%	0%	0%	1%	1%
Some (20-39%)	9%	6%	9%	7%	6%	5%	7%	5%	1%	1%	2%	1%
A Little (1-20%)	26%	21%	23%	17%	8%	6%	37%	23%	9%	6%	8%	5%
None (0%)	52%	64%	59%	69%	13%	15%	53%	63%	90%	93%	86%	90%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Patient Allocation

Children: 0%
 Adolescents: 1%-9%
 Adults: 50%-59%
 Elderly: 20%-29%

Roles

Children: 9%
 Adolescents: 2%
 Adults: 37%
 Elderly: 17%

Source: Va. Healthcare Workforce Data Center

Adults account for approximately half of a typical RN's patient workload, while the elderly account for approximately one-quarter. In addition, 37% of RNs serve an adult patient care role, meaning that at least 60% of her patients are adults.

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	7%	6%	1%	1%	22%	23%	8%	11%
Most (60-79%)	2%	2%	0%	0%	15%	13%	9%	8%
About Half (40-59%)	5%	4%	2%	3%	29%	28%	22%	21%
Some (20-39%)	7%	6%	10%	10%	15%	15%	19%	18%
A Little (1-20%)	20%	19%	35%	29%	8%	8%	15%	14%
None (0%)	59%	63%	50%	56%	11%	13%	28%	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All RNs		RNs over 50	
	#	%	#	%
Under age 50	1,254	2%	-	-
50 to 54	1,722	3%	213	1%
55 to 59	5,121	8%	1,502	5%
60 to 64	17,009	27%	7,397	26%
65 to 69	24,214	39%	12,350	43%
70 to 74	7,811	12%	4,300	15%
75 to 79	1,803	3%	989	3%
80 or over	739	1%	372	1%
I do not intend to retire	2,972	5%	1,453	5%
Total	62,645	100%	28,578	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65: 40%

Under 60: 13%

RNs 50 and over

Under 65: 32%

Under 60: 6%

Time until Retirement

Within 2 years: 9%

Within 10 years: 28%

Half the workforce: By 2035

Source: Va. Healthcare Workforce Data Center

40% of RNs expect to retire by the age of 65, while nearly one-third of RNs who are age 50 or over expect to retire by the same age. Meanwhile, 16% of RNs expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 5% of Virginia’s RNs plan on leaving either the profession or the state.

Meanwhile, 8% of RNs plan on increasing patient care hours, and 33% plan on pursuing additional educational opportunities.

Future Plans

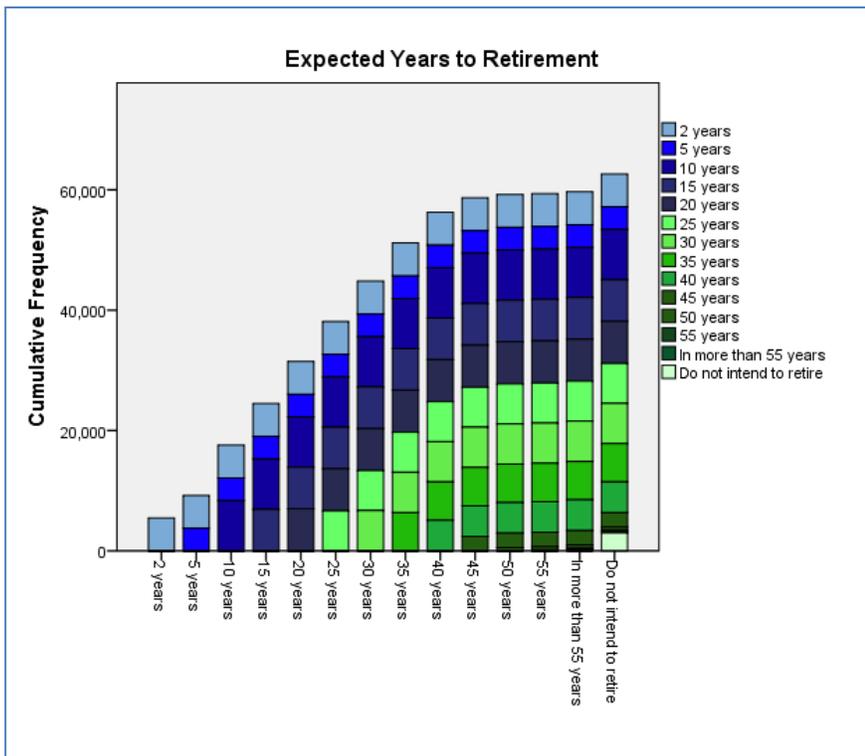
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,651	2%
Leave Virginia	2,576	3%
Decrease Patient Care Hours	6,518	9%
Decrease Teaching Hours	354	0%
Increase Participation		
Increase Patient Care Hours	6,102	8%
Increase Teaching Hours	4,216	6%
Pursue Additional Education	25,234	33%
Return to Virginia’s Workforce	930	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RNs. 9% of RNs expect to retire in the next two years, while 28% expect to retire in the next 10 years. More than half of the current RN workforce expects to retire by 2035.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	5,475	9%	9%
5 years	3,757	6%	15%
10 years	8,341	13%	28%
15 years	6,915	11%	39%
20 years	6,988	11%	50%
25 years	6,647	11%	61%
30 years	6,695	11%	72%
35 years	6,365	10%	82%
40 years	5,097	8%	90%
45 years	2,401	4%	94%
50 years	548	1%	95%
55 years	144	0%	95%
In more than 55 years	301	0%	95%
Do not intend to retire	2,972	5%	100%
Total	62,645	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2025. Retirements will peak at 13% of the current workforce around the same time period before declining to under 10% of the current workforce around 2055.

At a Glance:

FTEs

Total: 67,045
 FTEs/1,000 Residents: 8.0522
 Average: 0.94

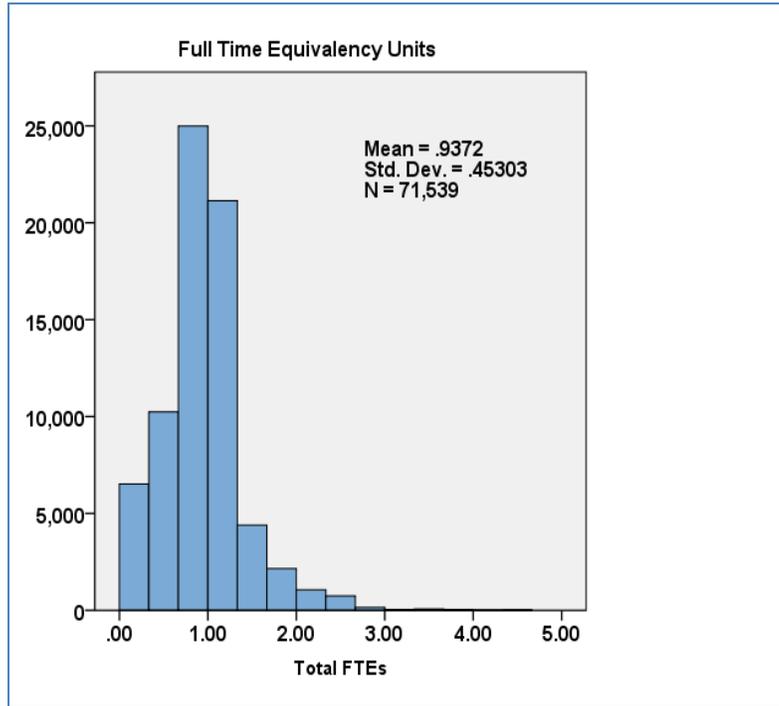
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

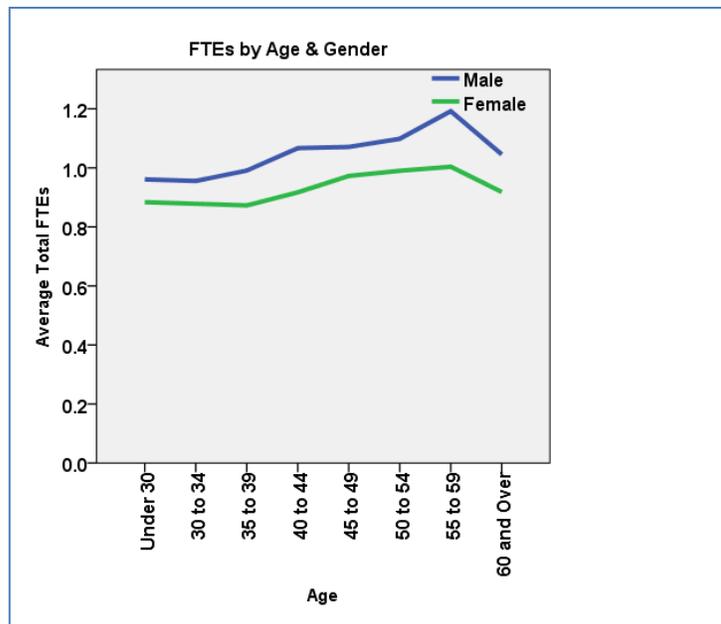


Source: Va. Healthcare Workforce Data Center

The typical (median) RN provided 0.91 FTEs, or approximately 35 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

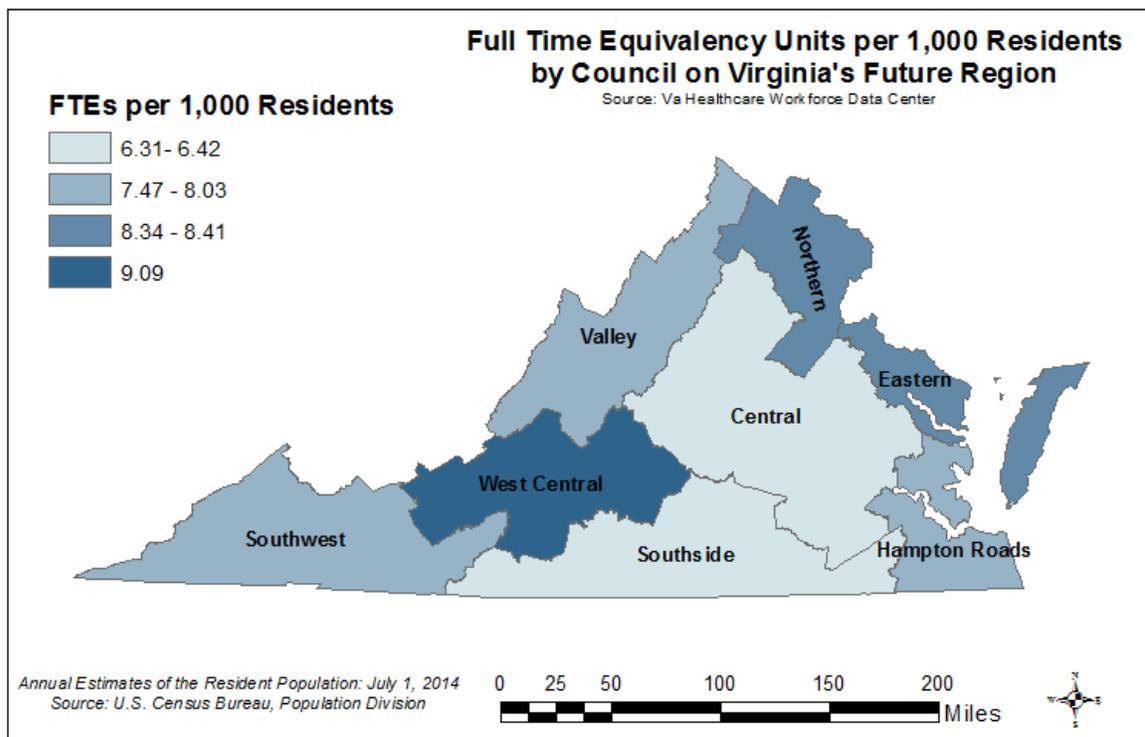
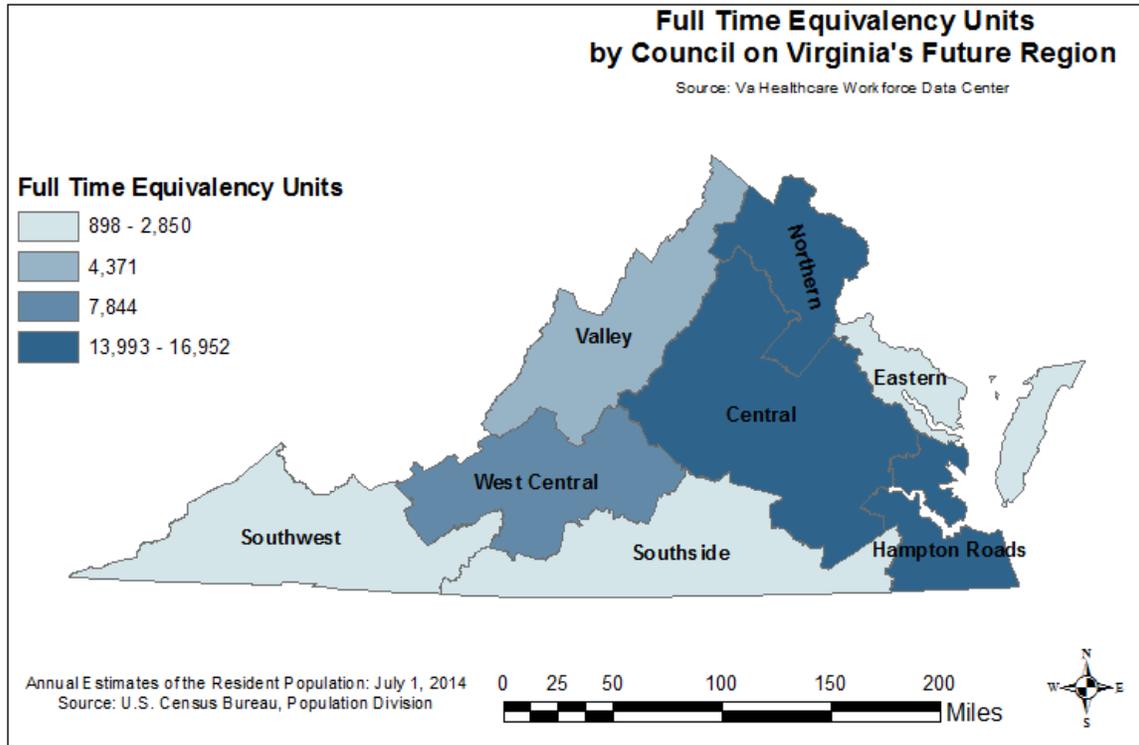
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.89	0.89
30 to 34	0.88	0.89
35 to 39	0.88	0.89
40 to 44	0.93	0.91
45 to 49	0.98	0.91
50 to 54	1.00	0.99
55 to 59	1.01	1.04
60 and Over	0.92	0.91
Gender		
Male	1.05	1.06
Female	0.93	0.91

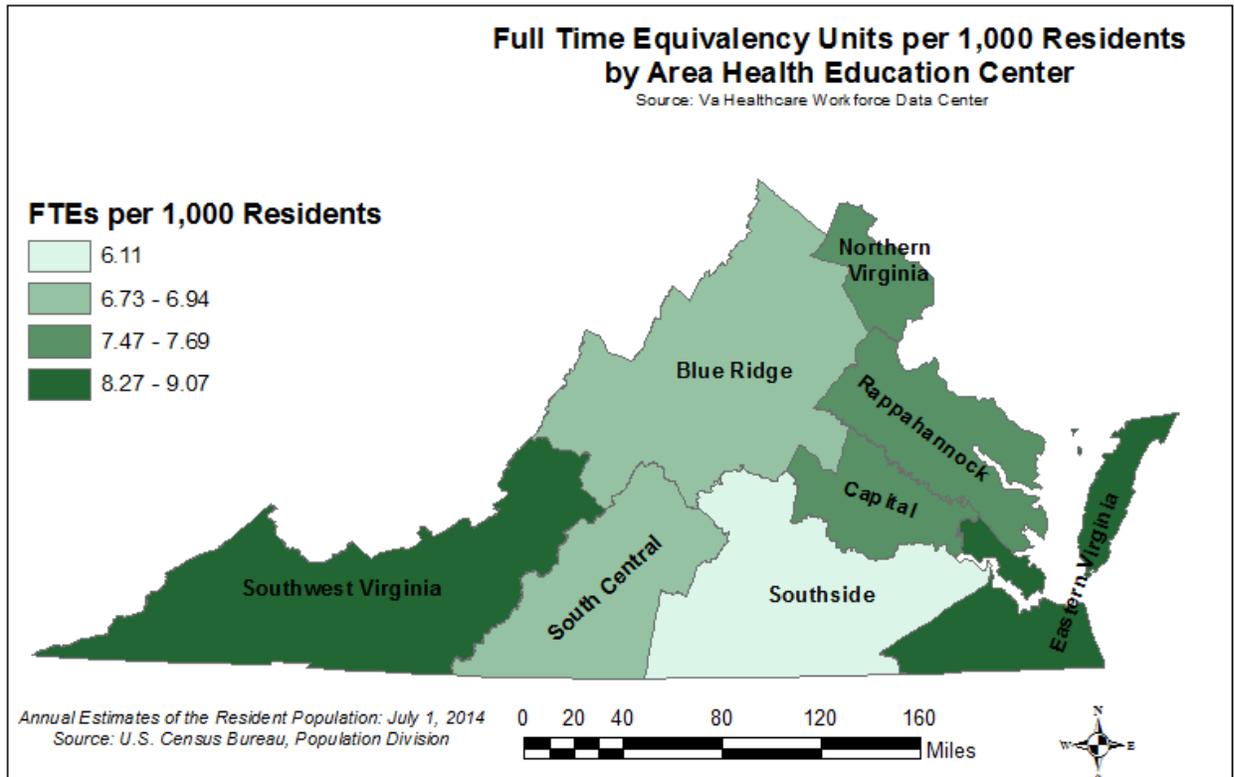
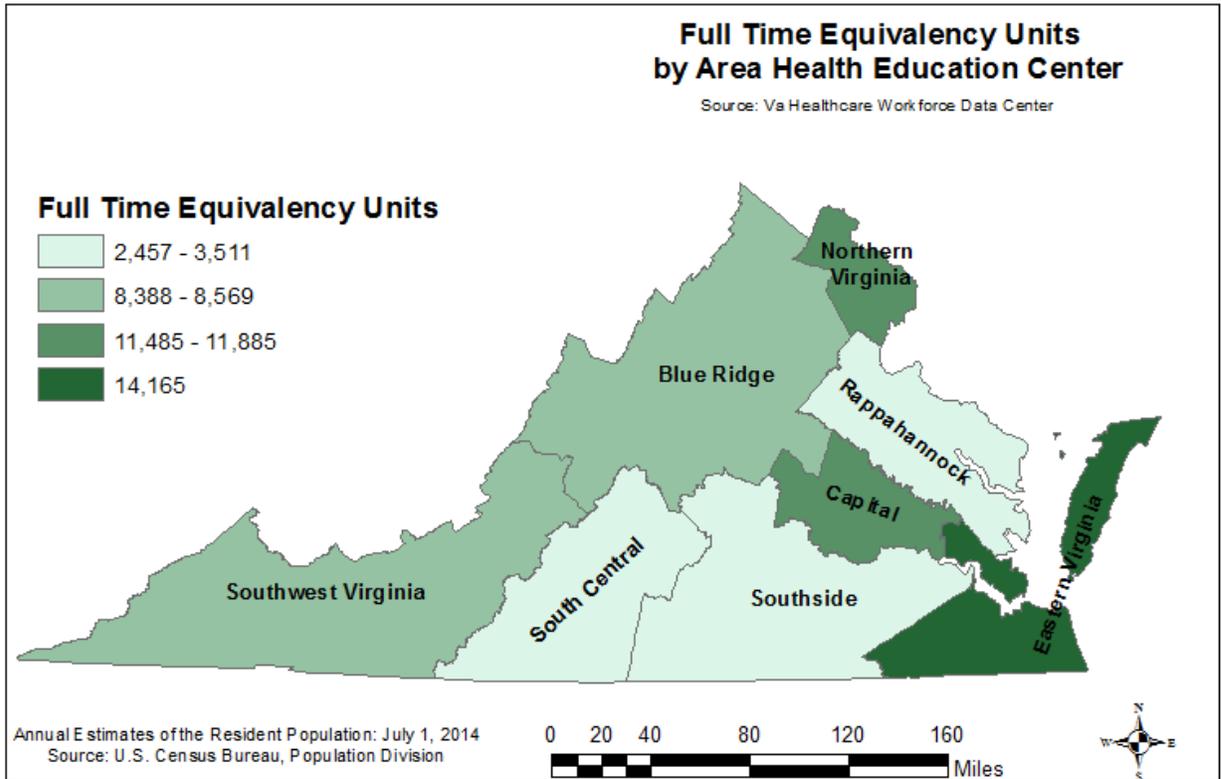
Source: Va. Healthcare Workforce Data Center

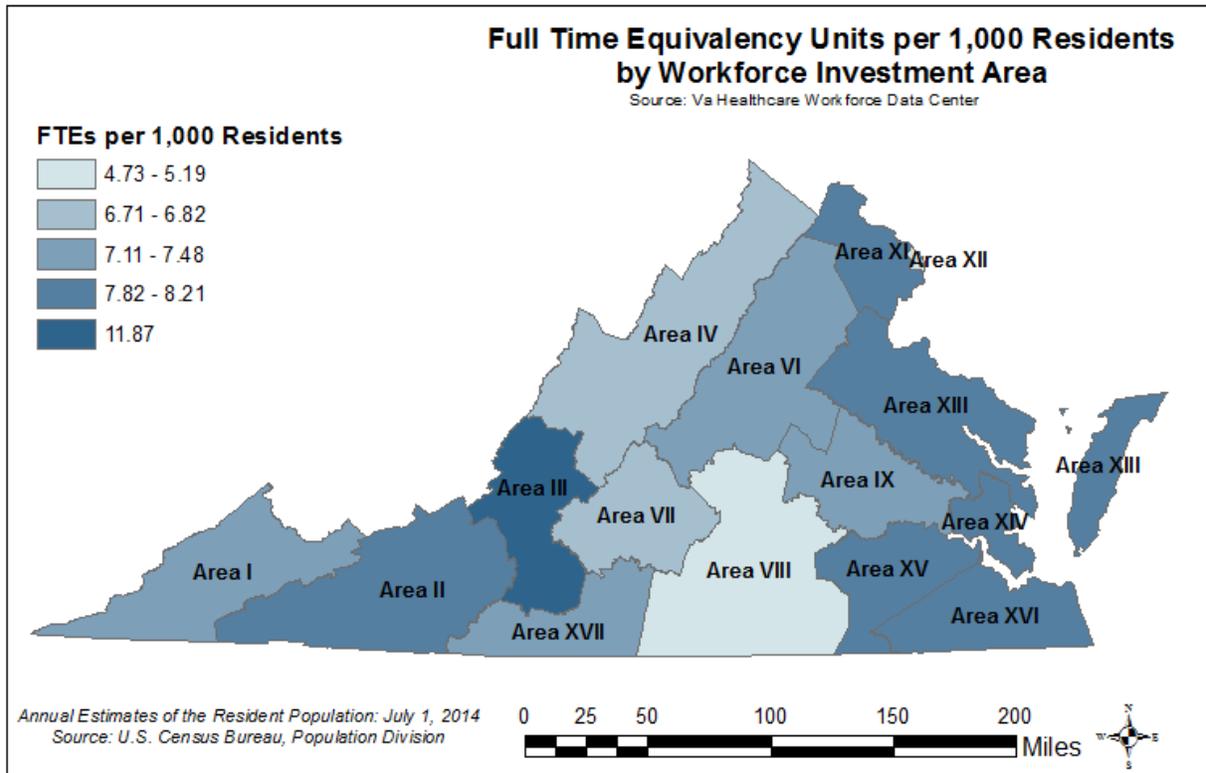
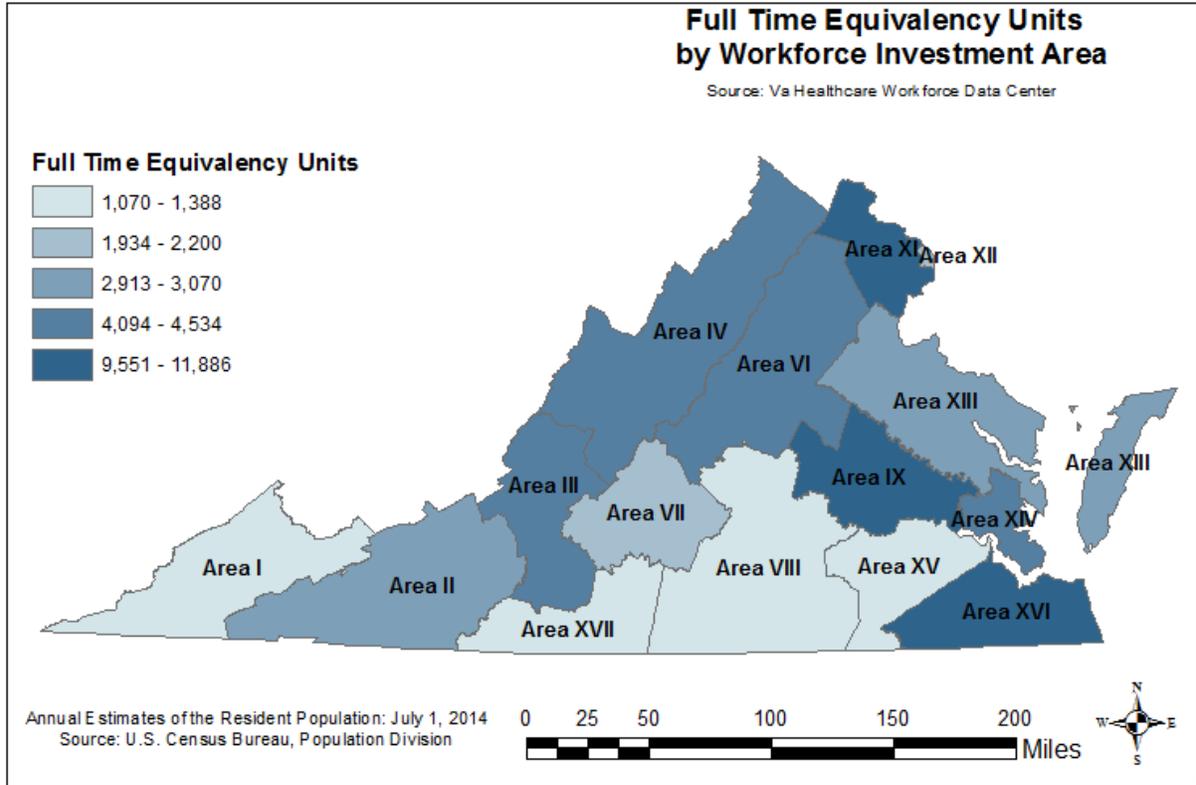


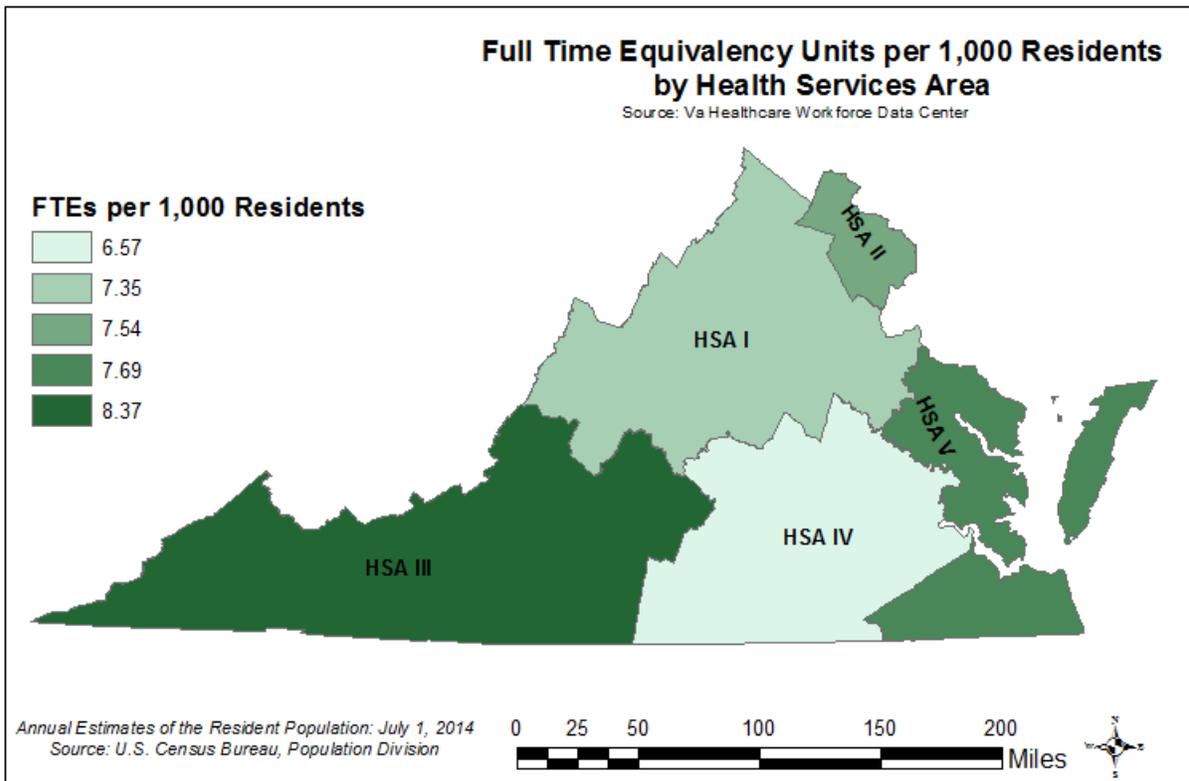
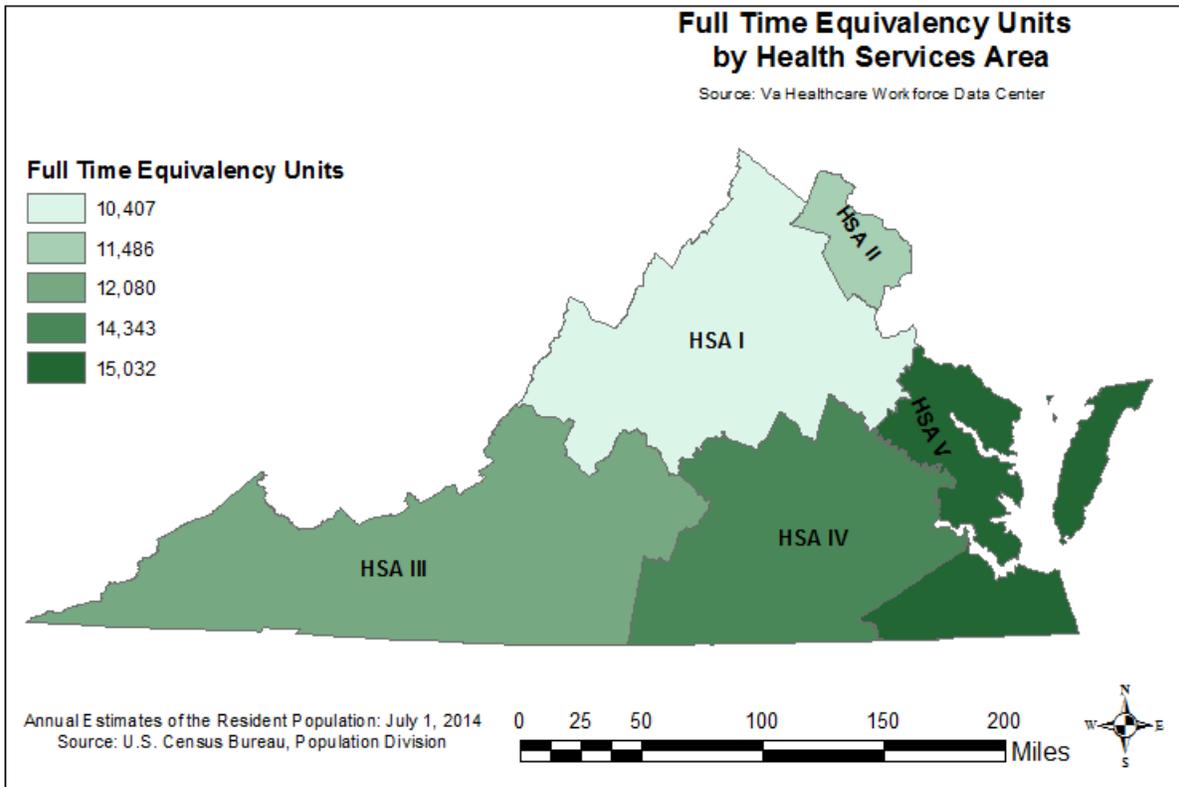
Source: Va. Healthcare Workforce Data Center

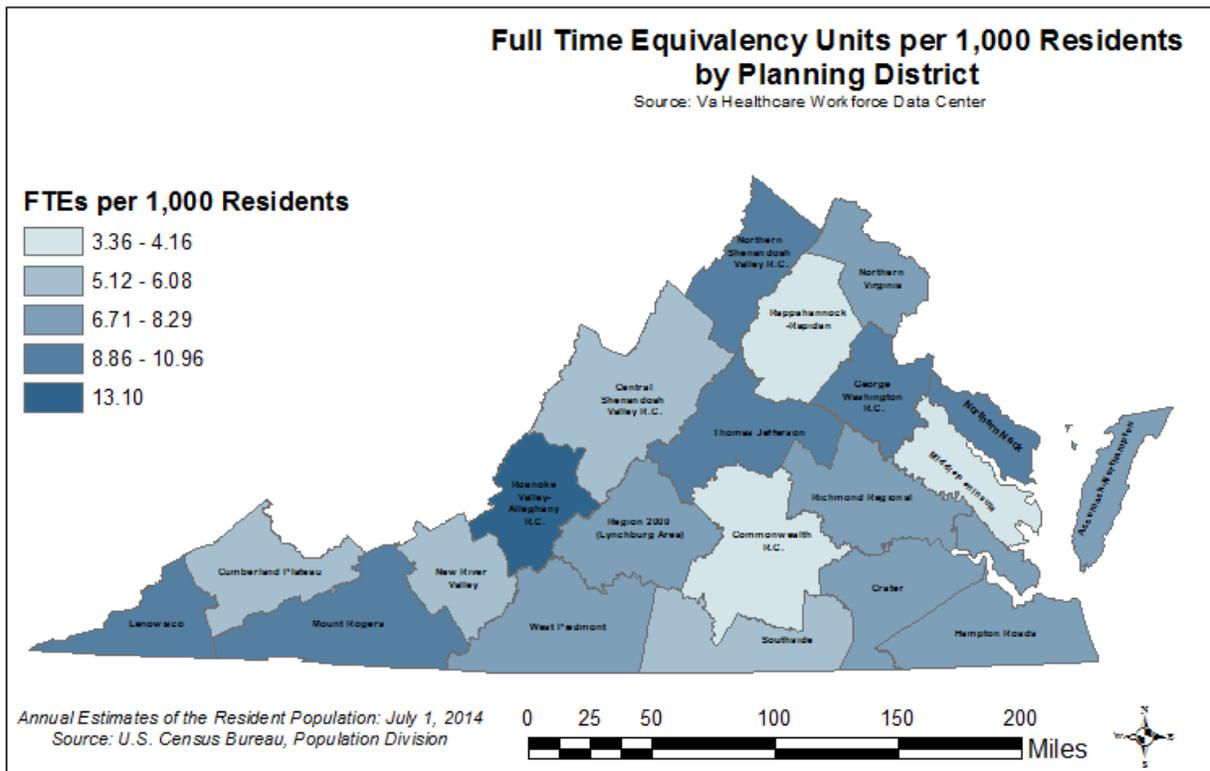
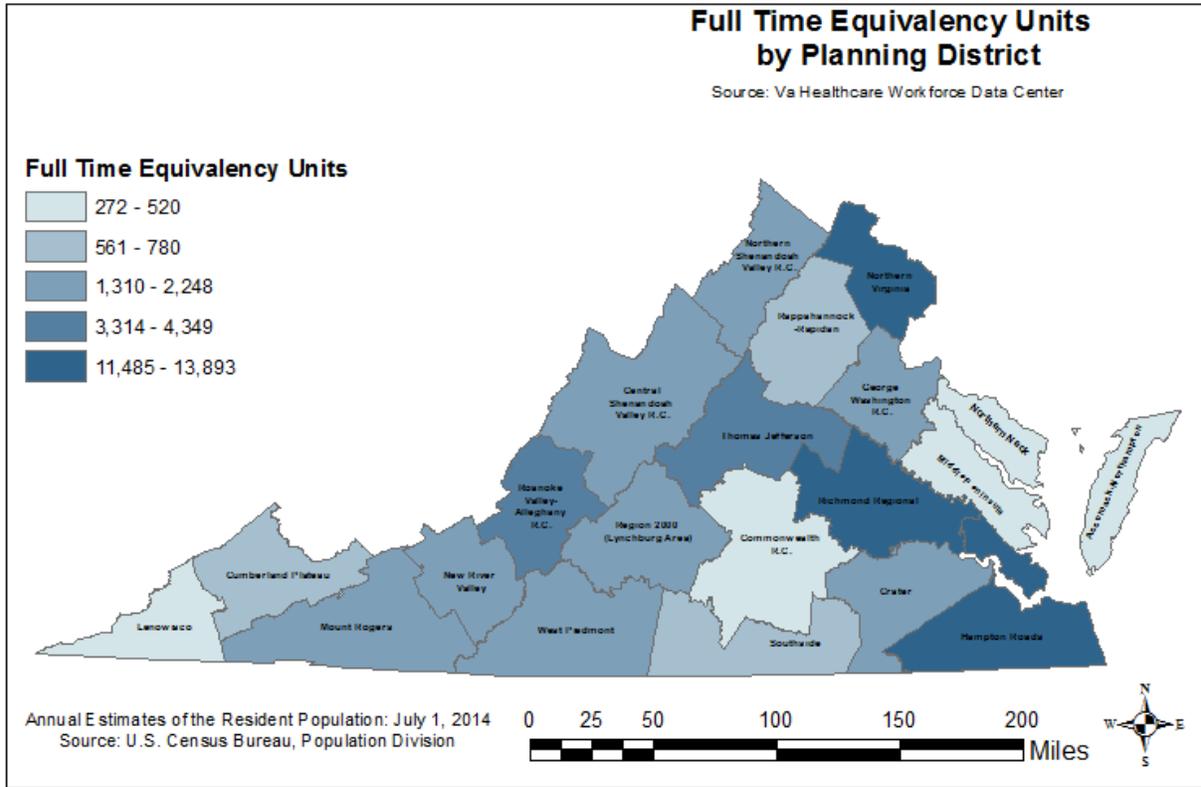
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	52,982	40.83%	2.449241864	1.93621	3.004896
Metro, 250,000 to 1 million	8,343	41.70%	2.398102903	1.895783	2.942155
Metro, 250,000 or less	9,008	41.09%	2.433936774	1.924111	2.986118
Urban pop 20,000+, Metro adj	1,569	43.98%	2.273913043	1.797607	2.78979
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	3,619	41.50%	2.409454061	1.904756	2.956081
Urban pop, 2,500-19,999, nonadj	2,404	41.35%	2.418511066	1.911916	2.967193
Rural, Metro adj	2,048	38.96%	2.56641604	2.02884	3.148653
Rural, nonadj	984	41.77%	2.394160584	1.892666	2.937318
Virginia border state/DC	3,089	27.16%	3.681764005	2.910561	4.517037
Other US State	8,332	21.77%	4.593164278	3.631055	5.635205

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	8,821	31.64%	3.160515944	2.78979	5.635205
30 to 34	10,118	32.30%	3.096083231	2.732916	5.520321
35 to 39	9,022	46.70%	2.141466888	1.890275	3.818239
40 to 44	9,407	36.20%	2.762701909	2.43864	4.925902
45 to 49	9,561	48.90%	2.04513369	1.805241	3.646476
50 to 54	10,387	37.34%	2.677751998	2.363654	4.774436
55 to 59	11,052	49.10%	2.036484245	1.797607	3.631055
60 and Over	24,013	34.16%	2.927343655	2.583969	5.219458

Source: Va. Healthcare Workforce Data Center

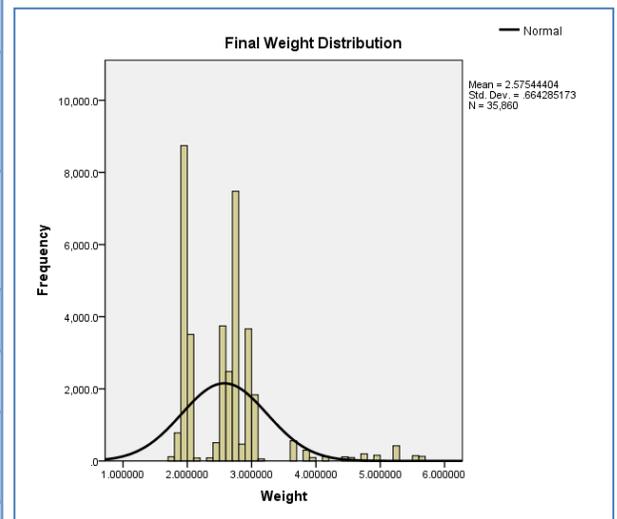
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

Age Weight x Rural Weight x Response Rate = Final Weight.

Overall Response Rate: 0.3881859



Source: Va. Healthcare Workforce Data Center